

Action Steps to Helping Your Staff Find Satisfaction at Work

by Carrie Cavanaugh

Most organizations don't realize that they need to address workplace satisfaction until employees start leaving. Be proactive! Establish a nurturing, meaningful culture today.

Patrick Lencioni's [The Three Signs of a Miserable Job](#), identifies some of the essential elements for workplace satisfaction. We encourage you, as a leader in a Christian organization, to take up the following Action Steps, derived from his book, in order to bless your staff with greater satisfaction.

- **Address Anonymity.** Everyone wants to be understood and appreciated. Managers need to take the time to get to know their staff. Learn what makes them tick. Ask about their life outside of the office. You don't need to be everyone's best friend, but you do need to take the time to let them know that you care about them as a unique individual.
- **Confront Irrelevance.** Your employees need

to see that their work is meaningful. Even if it is nothing more than helping you get your work done, they are still doing something that makes a difference to someone else. The Bible says that there is eternity in the hearts of

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man and I believe this means we need to live for something greater ourselves. Take the time to identify how each of your staff make a difference in the world in terms of the work they do each day.

- **Implement standards of measurement.** Letting staff see something quantifiable that they have done helps them both internalize their work's worth, and it also provides something for them to measure their success by. That is, it gives them something to strive for, making work more exciting. In essence, measuring one's work provides a platform whereby your staff can find some measure of control—something everyone needs. When standards are met or exceeded, take the time to celebrate. Acknowledge the measurable impact your staff make.